

1995-96 SESSION
COMMITTEE HEARING
RECORDS

Committee Name:

JOINT
COMMITTEE ON
EMPLOYMENT
RELATIONS (JC-
ER)

Sample:

Record of Comm. Proceedings ... RCP

- 05hrAC-EdR_RCP_pt01a
- 05hrAC-EdR_RCP_pt01b
- 05hrAC-EdR_RCP_pt02

➤ Appointments ... Appt

➤ **

➤ Clearinghouse Rules ... Crule

➤ **

➤ Committee Hearings ... CH

➤ **

➤ Committee Reports ... CR

➤ **

➤ Executive Sessions ... ES

➤ **

➤ Hearing Records ... HR

➤ **

➤ Miscellaneous ... Misc

➤ 95hrJC-ER_Misc_pt02

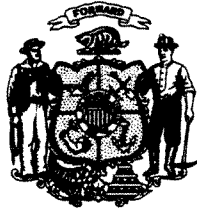
➤ Record of Comm. Proceedings ... RCP

➤ **

State of Wisconsin

JOINT COMMITTEE ON EMPLOYMENT RELATIONS

Cochairperson
PRESIDENT BRIAN D. RUDE
State Senate
P.O. Box 7882
Madison, WI 53707-7882
Phone: 266-5490



Cochairperson
SPEAKER DAVID PROSSER, JR.
State Assembly
P.O. Box 8953
Madison, WI 53708-8953
Phone: 266-3387

November 2, 1995

TO: MEMBERS, JOINT COMMITTEE ON EMPLOYMENT RELATIONS

FROM: Jane R. Henkel, Deputy Director

JRH

Enclosed are additional materials, explained in the cover letter from Secretary Litscher, relating to the *Thursday, November 9, 1995* meeting of the Joint Committee on Employment Relations. That meeting is scheduled to begin at *8:00 a.m., in Room 113 South, State Capitol.*

JRH:pkc
Enclosures

State of Wisconsin

Tommy G. Thompson
Governor

Jon E. Litscher
Secretary



137 East Wilson Street
P.O. Box 7855
Madison, WI 53707-7855

DEPARTMENT OF EMPLOYMENT RELATIONS

November 2, 1995

Joint Committee on Employment Relations
Room 113 South, State Capitol
Madison, Wisconsin 53702

RE: Tentative Agreement Between the State of Wisconsin Represented by the
Department of Employment Relations, and the Wisconsin State Employees
Union, AFSCME Council 24, AFL-CIO

Dear Committee Members:

The attached new language for the Tentative Agreement at Article XIII, Section 5, paragraph 10, and its accompanying Appendix 5, was inadvertently missed in the printing of the copies of the Tentative Agreement previously provided. Please replace pages 137, 138 and 139 with the attached replacement pages 137, 137A, 137B, 138 and 139. Please also add page 275A to your referenced Tentative Agreement.

I apologize for any inconvenience this oversight may have caused. Thank you.

Sincerely,

A handwritten signature in cursive script, reading "Jon E. Litscher".

Jon E. Litscher
Secretary
Department of Employment Relations

Attachments

of the employee. Employees may use accrued sick leave for temporary emergency care of other ill, injured or disabled relatives of the employee or spouse residing in the household of the employee for a limited period of time to permit the employee to make other arrangements. Use of sick leave for the purposes of this section is limited to five (5) workdays for any one illness or injury, however, the use of sick leave may be extended to cover unusual circumstances provided prior approval is obtained from management.

13/5/6 Employees may use accrued sick leave to supplement the Worker's Compensation benefits provided pursuant to Chapter 102, Wis. Stats., to the extent that the employee shall receive the equivalent of his/her regular base rate. The procedures necessary for the administration of this section shall be developed by the Employer and shall be in accordance with the existing Wisconsin Statutes.

13/5/7 Employees may use accrued sick leave to care for adopted children. Use of sick leave for this purpose may not exceed five (5) workdays during the seven (7) calendar days immediately after taking custody of the child or children.

13/5/8 The Employer agrees to credit unused sick leave accumulated prior to the effective date of this Agreement to the account of the employees covered under this Agreement.

13/5/9 The Employer agrees to continue in effect the provisions of subsection 230.35(2) and 40.05(4)(b) of the Wisconsin Statutes, which provide that at the time of retirement or in the event of death, accumulated unused sick leave shall be converted at current value and credited to the employee's account. The conversion credits once recorded shall be used on behalf of the employee or surviving spouse, child(ren), or other dependents to offset the cost of the monthly health insurance premiums as provided under the provisions of 40.05(4)(b), Wis. Stats.

13/5/10 The Employer agrees to provide the following supplemental health insurance conversion credits for permanent employees who retire from the service under the following conditions:

A. The credits shall be based upon an employee's full number of years of adjusted continuous service on the date of retirement.

B. The credits shall be calculated based on the employee's sick leave balance on the date of retirement.

For employees who retire with at least fifteen (15) full years of adjusted continuous service, the Employer shall match each one (1) hour of accumulated sick leave up to a maximum of fifty two (52) hours per year multiplied by the number of years of service through twenty four (24) years. For years of adjusted continuous service over 24 years, the Employer shall match each (1) hour of accumulated sick leave credit up to a maximum of one hundred and four (104) hours per year multiplied by the number of years of continuous service over twenty four (24) years.

For employees who have earned all of their adjusted continuous service while having protective occupation status and who retire with at least fifteen (15) full years of adjusted continuous service, the Employer shall match each one (1) hour of accumulated sick leave up to a maximum of seventy eight (78) hours per year multiplied by the number of years of service through twenty four (24) years. For years of adjusted continuous service over 24 years, the Employer shall match each (1) hour of accumulated sick leave credit up to a maximum of one hundred and four (104) hours per year multiplied by the number of years of continuous service over twenty four (24) years.

Employees who have earned part of their adjusted continuous service while in protective occupation status shall have their credits prorated in accordance with these provisions:

C. If at the time of retirement, the employee has adjusted continuous service of less than 25 years, multiply the number of years as general by 52 hours. Multiply the number of years as protective by 78 hours. Combine these totals to determine the maximum matching credits.

D. If at the time of retirement, the employee has adjusted continuous service of over 24 years, determine the proration based on the first 24 years of service and then add 104 hours for each year of adjusted continuous service over 24 years.

Employees who suffer from a personal illness or injury that requires them to use at least 500 hours of accrued sick leave during the three (3) years immediately prior to retirement shall receive 500 hours credited to this account upon retirement.

Employees shall be required to provide medical documentation of such illness or injury to the Employer on forms provided by the Employer at the time the leave is taken. Employees who have suffered such an illness or injury during the three (3) years immediately preceding the effective date of this contract shall also be required to provide supporting medical documentation.

Access to these credits for payment of post retirement health insurance premiums shall occur only after all Accumulated Sick Leave Conversion Credits (ASLCC) have been exhausted.

In the event an employee returns to a position covered by this agreement after having retired, the credits in this account shall be held in escrow until the employee again retires. The credits will then be adjusted to reflect additional years of continuous service and sick leave accrual.

At the employee's option, these credits shall be converted using the employee's base pay rate at the time of retirement or the average of the employee's base pay rates during the employee's three highest earnings years.

For informational purposes, a chart portraying this benefit is found in Appendix 5.

13/5/1011 The employee may elect to delay conversion of his/her sick leave credits for a period of up to ~~five (5)~~ ten (10) years after the date of retirement provided that the employee is covered by a comparable health insurance plan or policy between the date of retirement and the time that the employee elects to convert his/her sick leave credits. Such conversion shall be based on the employee's hourly wage rate at the time of retirement.

13/5/1112 Separation from the service shall cancel all unused accumulated sick leave. However, when a person who is an employee with permanent status in class resigns, any unused accumulated sick leave shall be restored provided he/she is reemployed by any agency of the State within three (3) years. When a person who is an employee with permanent status in class is laid off, any unused accumulated sick leave shall be restored provided he/she is reemployed by any agency of the State within five (5) years.

13/5/1213 An employee who qualifies for benefits under s. 40.65, Wis. Stats., shall be considered an eligible employee under s. 40.02(25)(b) for purposes of group health insurance coverage.

Under this Agreement, an employee who is eligible for benefits under s. 40.65 or s. 40.63, Wis. Stats., as a result of a work-related injury or disease shall be eligible to convert accumulated unused sick leave at the employee's then current basic rate to credit for payment for health insurance premiums.

Conversion of accumulated unused sick leave credits for payment of health insurance premiums by employees who qualify for benefits under s. 40.65 or s. 40.63, Wis. Stats., shall not be treated as earnings under s. 40.02(22), Wis. Stats.

13/5/1314 Bereavement Time Off

A. Where death occurs in the immediate family of an employee, accrued sick leave may be used. Immediate family is defined as, and limited to: the parents, stepparents, grandparents, foster parents, children, stepchildren, grandchildren, foster children, brothers (and their spouses), and sisters (and their spouses) of the employee or spouse, the spouse, spouse equivalent, aunts and uncles of the employee or spouse, sons-in-law or daughters-in-law of the employee or spouse, person(s) for whom the employee is legal guardian, legal guardian(s) of the employee, or other relatives of the employee or spouse residing in the household of the employee.

B. Use of accrued sick leave shall normally be used during the seven (7) calendar day period immediately following the death. Where mitigating circumstances require a postponement in funeral arrangements, sick leave may be used at an appropriate later date for directly related purposes.

C. Use of sick leave for death in the immediate family for the purposes of this section is limited to a total of three (3) workdays, plus required travel time not to exceed four (4) workdays.

D. (BC, ~~CRASU~~, PSS, T) At the Employer's discretion, employees may be allowed to use up to eight (8) hours sick leave for the death of a resident or client for whom the employee provided daily personal care.

E. At the employee's request, other paid leave time may be used in lieu of sick leave in accordance with 13/5/2A.

13/5/1415 Employees may use one (1) day of accrued sick leave to attend the funeral of nieces, nephews, cousins, god children or god parents of the employee or spouse. Travel time to attend such funerals shall not exceed four (4) workdays.

13/5/1516 On a case by case basis, employees may request additional other paid or unpaid leave which may be granted at the discretion of the appointing authority.

SECTION 6: Paid Annual Leave of Absence (Vacation)

13/6/1 The Employer agrees to provide employees with a formal paid annual leave of absence plan (vacation) as set forth below.

13/6/2 Employees shall begin earning annual leave on their first day in pay status. After completion of the first six months in a permanent, seasonal or sessional position pursuant to s. 230.28(1), Wis. Stats., or as a trainee unless covered under Wis. Adm. Code, (Rules of the Administrator, Division of Merit Recruitment and Selection), employees are eligible for and shall be granted noncumulative annual leave based on their seniority date as follows:

A. Regular Employees - Annual leave shall be based upon seniority date at the rate of:

1. 80 hours (10 days) each year for a full year of service during the first five (5) years of service.
2. 120 hours (15 days) each year for a full year of service during the next five (5) years of service.
3. 136 hours (17 days) each year for a full year of service during the next five (5) years of service.
4. 160 hours (20 days) each year for a full year of service during the next five (5) years of service.
5. 176 hours (22 days) each year for a full year of service during the next five (5) years of service.
6. 200 hours (25 days) each year for a full year of service during all succeeding years of service.

APPENDIX 5

1995-1997 AGREEMENT

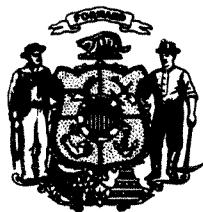
Supplemental Health Insurance Conversion Credits Upon Retirement

<u>Years of Adjusted Continuous Service</u>	<u>Maximum Matching Credits - General</u>	<u>Maximum Matching Credits - Protective</u>
15	780	1170
16	832	1248
17	884	1326
18	936	1404
19	988	1482
20	1040	1560
21	1092	1638
22	1144	1716
23	1196	1794
24	1248	1872
25	1352	1976
26	1456	2080
<u>For each additional year:</u>	<u>Add 104 hours</u>	<u>Add 104 hours</u>

State of Wisconsin

JOINT COMMITTEE ON EMPLOYMENT RELATIONS

Cochairperson
PRESIDENT BRIAN D. RUDE
State Senate
P.O. Box 7882
Madison, WI 53707-7882
Phone: 266-5490



Cochairperson
SPEAKER DAVID PROSSER, JR.
State Assembly
P.O. Box 8953
Madison, WI 53708-8953
Phone: 266-3387

October 20, 1995

TO: MEMBERS, JOINT COMMITTEE ON EMPLOYMENT RELATIONS (JCOER)

FROM:

David Prosser

Speaker David Prosser, Jr.
Cochairperson, JCOER

Brian D. Rude

President Brian D. Rude
Cochairperson, JCOER

The Joint Committee on Employment Relations will hold a PUBLIC HEARING and meeting on *Thursday, November 9, 1995, beginning at 8:00 a.m.*, in Room 113 South, State Capitol, Madison.

1. Collective Bargaining Agreements

Pursuant to s. 111.92 (1), Stats., the Joint Committee will hold a PUBLIC HEARING and may take executive action on tentative agreements between the State of Wisconsin and:

a. The Wisconsin State Employees Union, AFSCME Council 24, and its appropriate affiliated locals, AFL-CIO, covering employes in the clerical and related; blue collar and nonbuilding trades; security and public safety; technical; and professional social services bargaining units, if the tentative agreement is ratified. 24,000

b. The Wisconsin Physician and Dentist Association, covering employes in the patient treatment bargaining unit (1993-95 and 1995-97 agreements).

c. The Wisconsin State Building Trades Negotiating Committee and its appropriate affiliated building trades councils, covering employes in the building trades crafts bargaining unit, if the tentative agreement is ratified.

(OVER)

2. Compensation Plans

Pursuant to s. 230.12 (1) (bf) and (3) (b) and (e), Stats., the Joint Committee will hold a PUBLIC HEARING and may take executive action on the recommendations of the Secretary of Employment Relations for modifications to:

- a. The 1995-97 Compensation Plan for classified and certain unclassified employees.
- b. The 1995-97 compensation and benefit adjustments for faculty and academic staff of the University of Wisconsin System.
- c. Statutory changes necessary to implement the Secretary's recommendations.

[It is anticipated that the Joint Committee, pursuant to s. 19.85 (1) (e), Stats., may go into a closed session for the purpose of conducting a briefing of the Joint Committee on matters relating to state collective bargaining.]

DP:BDR;pkc

JCOER Briefing

for Nov. 9, 1995 Meeting

WSEU

* 3.15% over 2 yrs. (1.07 x 2.00)

* Grid Movement on July 1 each year

* Lump Sum Payments for Employees Above the Grid End Point

* Pay Range Reassignments in Year 2 for:

Certified Occupational Therapists

Physical Therapy Assistants

Facility Repair Workers

Correctional Officers 2&3

Youth Counselor 2&3

*market adjustments based on
recruitment/retention problems*

* LOSP

* Supplemental Health Insurance Conversion Program

* .3% WRS pick-up

PATIENT TREATMENT

Physicians/Psychiatrists/Dentist

63 FTE

* Two Contracts negotiated (July, 1994 - June, 1995 and 1995-1997 biennium)

FIRST CONTRACT (July, 1994-June, 1995)

* First Year: 8.37% which is comparable to other bargaining units for the 1993-1995 contract period.

* Significant market adjustments for the group to help resolve recruitment and retention problems:

Physicians - up to \$5.85/hr. for 25 years of service

Psychiatrists - up to \$6.25/hr. for 25 years of service

Dentists - up to \$3.84/hr. for 25 years of service

* Pay Ranges Are:

Dentists: \$45,036 - \$67,736 Avge. Salary \$59,000

Physicians \$81,085 - \$105,410 Avge. Salary \$95,000

Psychiatrists \$87,167 - \$113,317 Avge. Salary \$105,000

*total
4.77% ↑
in
\$ spent*

1995-97 CONTRACT

* 3% lift (1+2)

* .3% WRS

* LOSP

* Supplemental Health Insurance Conversion

CRAFTS UNION

* Prevailing pay rate.

* No language issues.

COMPENSATION PLAN ADJUSTMENTS

* LOSP

* .3% WRS pick-up

* Supplemental Health Insurance Conversion and Accompanying Legislation

* Parity Adjustments for WSEU supervisors

* DNR Law Enforcement (\$1/hr. for 15 Natural Resource and Parks managers) to provide parity as a result of Law Enforcement survey.

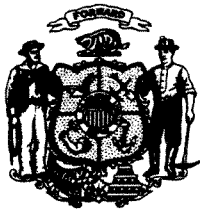
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Cochairperson
SPEAKER DAVID PROSSER, JR.
State Assembly
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Madison, WI 53708-8953
Phone: 266-3387

October 25, 1995

TO: MEMBERS, JOINT COMMITTEE ON EMPLOYMENT RELATIONS

FROM: Jane R. Henkel, Deputy Director *JRH*

The attached materials were submitted to the Joint Committee by the Secretary of Employment Relations pursuant to s. 36.09 (1) (k) 2. d., Stats., which requires the Secretary to annually report to the Joint Committee any changes in University of Wisconsin System academic staff job categories or pay ranges that have been approved by the Secretary.

JRH:pkc
Attachment

State of Wisconsin

Tommy G. Thompson
Governor

Jon E. Litscher
Secretary



137 East Wilson Street
P.O. Box 7855
Madison, WI 53707-7855

DEPARTMENT OF EMPLOYMENT RELATIONS

October 18, 1995

Co-Chairpersons and Members
Joint Committee on Employment Relations
113 South, Capitol
Madison, WI 53702

Dear Co-Chairpersons and Members:

Section 36.09 (1)(k)2.d. Wis. Stats. requires that the Secretary of the Department of Employment Relations report any approved changes to the University of Wisconsin System academic staff title structure to your Committee. In accordance with this requirement, I am providing a list of changes that were approved September 21, 1995, and will become effective on October 1, 1995. Included are salary grade changes for 151 academic staff titles in 34 title series (job groups). I have also approved minor changes in the salary grade structure itself. These changes are shown in detail in Attachment A to this letter.

The changes affect about 800 of the approximately 5,000 Academic staff Category A employees. It should be noted that while the salary grades of some academic staff titles have been increased, the grades of others have been reduced. The changes are essentially a modification of the grade structure initially approved by the Joint Committee on Employment Relations in 1987, and subsequently modified in July of 1992. The current changes are the result of recommendations made by the University System based on their Gender and Race Equity Study. An overview of that study prepared by the University System can be found in Attachment B. At this time, I have approved only some of the changes sought by the University System as a result of their study. There were some proposed changes that required additional documentation or justification, and the University System is working to provide this. When any additional changes are approved, I will report them to your Committee.

It is my understanding that the University of Wisconsin System will be absorbing any costs associated with implementation of the changes from within its current budget, and will not be requesting additional State funding to cover these costs.

If you have any questions, please contact me at 266-9820.

Sincerely,

A handwritten signature in cursive script that reads "Jon E. Litscher".

Jon Litscher
Secretary

cc: UW-System President Katharine Lyall
DOA Secretary James Klauser

UW CATEGORY A GENDER EQUITY PROJECT
 Salary Grade Changes
 Approved by the Department of Employment Relations
 October 1, 1995

TITLE DESCRIPTION	PRESENT GRADE	PROPOSED GRADE
DEAN OF STUDENTS (M)	8	9
DEAN OF STUDENTS (S)	6	7
ASSOCIATE DEAN OF STUDENTS (M)	7	8
ASSOCIATE DEAN OF STUDENTS (S)	5	6
ASSISTANT DEAN OF STUDENTS (M)	6	7
ASSISTANT DEAN OF STUDENTS (S)	4	5
REGISTRAR (L)	8	9
REGISTRAR (M)	7	8
REGISTRAR (S)	6	7
ASSOCIATE REGISTRAR (L)	7	8
ASSOCIATE REGISTRAR (M)	6	7
ASSOCIATE REGISTRAR (S)	5	6
ASSISTANT REGISTRAR (L)	6	7
ASSISTANT REGISTRAR (M)	5	6
ASSISTANT REGISTRAR (S)	4	5
DIRECTOR, ADMINISTRATIVE COMPUTING SERV (L)	10	9
ASSOCIATE DIRECTOR, ADMIN COMPUT SERV (L)	9	8
ASSISTANT DIRECTOR, ADMIN COMPUT SERV (L)	8	7
DIRECTOR, BUSINESS SERV (M)	8	9
ASSOCIATE DIRECTOR, BUS SERV (M)	7	8
ASSISTANT DIRECTOR, BUS SERV (M)	6	7
DIRECTOR, CONTINUING EDUCATION (L)	8	9
DIRECTOR, CONTINUING EDUCATION (M)	7	8
DIRECTOR, CONTINUING EDUCATION (S)	6	7
ASSOCIATE DIRECTOR, CONT EDUCATION (L)	7	8
ASSOCIATE DIRECTOR, CONT EDUCATION (M)	6	7
ASSOCIATE DIRECTOR, CONT EDUCATION (S)	5	6

UW CATEGORY A GENDER EQUITY PROJECT
Salary Grade Changes
Approved by the Department of Employment Relations
October 1, 1995

TITLE DESCRIPTION	PRESENT GRADE	PROPOSED GRADE
ASSISTANT DIRECTOR, CONT EDUCATION (L)	6	7
ASSISTANT DIRECTOR, CONT EDUCATION (M)	5	6
ASSISTANT DIRECTOR, CONT EDUCATION (S)	4	5
DIRECTOR, EDUC SUPP SRV/M	6	7
DIRECTOR, EDUC SUPP SRV/S	5	6
ASSOCIATE DIRECTOR,ED SUPP S/L	6	7
ASSOCIATE DIRECTOR,ED SUPP S/M	5	6
ASSOCIATE DIRECTOR,ED SUPP S/S	4	5
ASSISTANT DIRECTOR,ED SUPP S/L	5	6
ASSISTANT DIRECTOR,ED SUPP S/M	4	5
DIRECTOR, LIBRARY (L)	11	10
DIRECTOR, LIBRARY (M)	8	9
DIRECTOR, LIBRARY (S)	7	8
ASSOCIATE DIRECTOR, LIBR (M)	7	8
ASSOCIATE DIRECTOR, LIBR (S)	6	7
ASSISTANT DIRECTOR, LIBR (L)	7	8
ASSISTANT DIRECTOR, LIBR (M)	6	7
ASSISTANT DIRECTOR, LIBR (S)	5	6
ASSOCIATE DIRECTOR, NURSING	9	10
ASSISTANT DIRECTOR, NURSING	8	9
DIRECTOR, PHARMACY	9	10
ASSOCIATE DIRECTOR, PHARMACY	8	9
ASSISTANT DIRECTOR, PHARMACY	7	8
DIRECTOR, RADIO/TV (L)	9	8
ASSOCIATE DIRECTOR, RADIO/TV (L)	8	7
ASSISTANT DIRECTOR, RADIO/TV (L)	7	6

UW CATEGORY A GENDER EQUITY PROJECT
Salary Grade Changes
Approved by the Department of Employment Relations
October 1, 1995

TITLE DESCRIPTION	PRESENT GRADE	PROPOSED GRADE
DIRECTOR, UNIV HOUSING/M	7	8
DIRECTOR, UNIV HOUSING/S	6	7
ASSOCIATE DIRECTOR, UNV HOUS/M	6	7
ASSOCIATE DIRECTOR, UNV HOUS/S	5	6
ASSISTANT DIRECTOR, UNV HOUS/M	5	6
ASSISTANT DIRECTOR, UNV HOUS/S	4	5
DISTINGUISHED ACAD CURATOR	5	6
SENIOR ACADEMIC CURATOR	4	5
ACADEMIC CURATOR	3	4
ASSOCIATE ACAD CURATOR	2	3
DISTINGUISHED ADMINISTRATIVE SPECIALIST	4	5
SENIOR ADMINISTRATIVE SPECIALIST	3	4
ADMINISTRATIVE SPECIALIST	2	3
ASSOCIATE ADMINISTRATIVE SPECIALIST	1	2
DISTINGUISHED CLINICAL AUDIOLOGIST	6	8
SENIOR CLIN AUDIOLOGIST	5	7
CLINICAL AUDIOLOGIST	4	6
ASSOCIATE CLIN AUDIOLOGIST	3	5
DISTINGUISHED CLINICAL DIETICIAN	6	7
SENIOR CLINICAL DIETICIAN	5	6
CLINICAL DIETICIAN	4	5
ASSOCIATE CLINICAL DIETITIAN	3	4
DISTINGUISHED CLINICAL GENETIC COUNSELOR	6	7
SENIOR CLINICAL GENETIC COUNSELOR	5	6
CLINICAL GENETIC COUNSELOR	4	5
ASSOCIATE CLINICAL GENETIC COUNSELOR	3	4
DISTINGUISHED CLINICAL ANESTHETIST	7	6

UW CATEGORY A GENDER EQUITY PROJECT
Salary Grade Changes
Approved by the Department of Employment Relations
October 1, 1995

TITLE DESCRIPTION	PRESENT GRADE	PROPOSED GRADE
SENIOR CLINICAL ANESTHETIST	6	5
CLINICAL ANESTHETIST	5	4
ASSOCIATE CLINICAL ANESTHETIST	4	3
DISTINGUISHED COUNSELOR	6	7
SENIOR COUNSELOR	5	6
COUNSELOR	4	5
ASSOCIATE COUNSELOR	3	4
DISTINGUISHED DATA BASE ADMINISTRATOR	7	6
SENIOR DATA BASE ADMINSTRATOR	6	5
DATA BASE ADMINSTRATOR	5	4
ASSOCIATE DATA BASE ADMINSTRATOR	4	3
DISTINGUISHED DEVELOPMENT SPECIALIST	5	6
SENIOR DEVELOPMENT SPECIALIST	4	5
DEVELOPMENT SPECIALIST	3	4
ASSOCIATE DEVELOPMENT SPECIALIST	2	3
DISTINGUISHED HEALTH TECH, HEMATOLOGY	5	4
SENIOR HEALTH TECH, HEMATOLOGY	4	3
HEALTH TECH, HEMATOLOGY	3	2
ASSOCIATE HEALTH TECH, HEMATOLOGY	2	1
DISTINGUISHED HEALTH TECH, HISTOLOGY	5	4
SENIOR HEALTH TECH, HISTOLOGY	4	3
HEALTH TECH, HISTOLOGY	3	2
ASSOCIATE HEALTH TECH, HISTOL	2	1
DISTINGUISHED HEALTH TECH, NEURODIAG	5	6
SENIOR HEALTH TECH, NEURODIAG	4	5
HEALTH TECH, NEURODIAG	3	4

UW CATEGORY A GENDER EQUITY PROJECT
Salary Grade Changes
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 October 1, 1995

TITLE DESCRIPTION	PRESENT GRADE	PROPOSED GRADE
ASSOCIATE HEALTH TECH, NEURODIAG	2	3
DISTINGUISHED HEALTH TECH, CL MONITOR	6	4
SENIOR HEALTH TECH, CL MONITOR	5	3
HEALTH TECH, CL MONITOR	4	2
ASSOCIATE HEALTH TECH, CL MONITOR	3	1
DISTINGUISHED INFORMATION PROCESS CONSULTANT	7	6
SENIOR INFORMATION PROCESSING CONSULTANT	6	5
INFORMATION PROCESSING CONSULTANT	5	4
ASSOCIATE INFO PROCESSING CONSULTANT	4	3
DISTINGUISHED INSTRUMENTATION SPECIALIST	6	5
SENIOR INSTRUMENTATION SPECIALIST	5	4
INSTRUMENTATION SPECIALIST	4	3
ASSOCIATE INSTRUMENTATION SPECIALIST	3	2
DISTINGUISHED INSTRUMENTATION TECHNICIAN	8	6
SENIOR INSTRUMENTATION TECHNICIAN	7	5
INSTRUMENTATION TECHNICIAN	6	4
ASSOCIATE INSTRUMENTATION TECHICIAN	5	3
DISTINGUISHED MEDIA SPECIALIST	4	5
SENIOR MEDIA SPECIALIST	3	4
MEDIA SPECIALIST	2	3
ASSOCIATE MEDIA SPECIALIST	1	2
DISTINGUISHED PHYSICIAN	10	9
SENIOR PHYSICIAN	9	8
PHYSICIAN	8	7
ASSOCIATE PHYSICIAN	7	6
DISTINGUISHED PROGRAMMER ANALYST	6	5
SENIOR PROGRAMMER ANALYST	5	4

UW CATEGORY A GENDER EQUITY PROJECT
Salary Grade Changes
Approved by the Department of Employment Relations
October 1, 1995

TITLE DESCRIPTION	PRESENT GRADE	PROPOSED GRADE
PROGRAMMER ANALYST	4	3
ASSOCIATE PROGRAMMER ANALYST	3	2
DISTINGUISHED PSYCHOLOGIST	7	8
SENIOR PSYCHOLOGIST	6	7
PSYCHOLOGIST	5	6
ASSOCIATE PSYCHOLOGIST	4	5
DISTINGUISHED REHAB SPECIALIST	6	5
SENIOR REHAB SPECIALIST	5	4
REHABILITATION SPECIALIST	4	3
ASSOCIATE REHAB SPECIALIST	3	2
DISTINGUISHED STUDENT HLTH NURSE	5	6
SENIOR STUDENT HEALTH NURSE	4	5
STUDENT HEALTH NURSE	3	4
ASSOCIATE STUDENT HEALTH NURSE	2	3
DISTINGUISHED UNIVERSITY LEGAL COUNSEL	9	10
SENIOR UNIVERSITY LEGAL COUNSEL	8	9
UNIVERSITY LEGAL COUNSEL	7	8
ASSOCIATE UNIVERSITY LEGAL COUNSEL	6	7

UW CATEGORY A GENDER/RACE EQUITY PROJECT
Current and Proposed Salary Grades and Ranges (12 and 9 month basis)
Adjusted to reflect July 1, 1995 Pay Plan

Current Ranges (12 mo)				Proposed Ranges (12 mo)			
	1995-96	1995-96	1995-96	1995-96	1995-96	1995-96	
	Minima	Midpoint	Maxima	Minima	Midpoint	Maxima	
1	\$17,956	\$22,445	\$26,934	\$18,062	\$22,578	\$27,093	
2	\$20,598	\$25,748	\$30,898	\$20,715	\$25,893	\$31,072	
3	\$23,640	\$29,551	\$35,461	\$23,755	\$29,694	\$35,633	
4	\$27,125	\$33,907	\$40,688	\$27,243	\$34,054	\$40,865	
5	\$31,127	\$38,908	\$46,690	\$31,241	\$39,052	\$46,862	
6	\$35,717	\$44,646	\$53,575	\$35,827	\$44,783	\$53,740	
7	\$40,982	\$51,227	\$61,473	\$41,087	\$51,359	\$61,630	
8	\$47,030	\$58,787	\$70,544	\$47,118	\$58,897	\$70,677	
9	\$53,966	\$67,457	\$80,948	\$54,033	\$67,542	\$81,050	
10	\$61,922	\$77,402	\$92,883	\$61,965	\$77,456	\$92,947	
11	\$71,061	\$88,826	\$106,592	\$71,061	\$88,826	\$106,592	

Current Ranges (9 mo)				Proposed Ranges (9 mo)			
	1995-96	1995-96	1995-96	1995-96	1995-96	1995-96	
	Minima	Midpoint	Maxima	Minima	Midpoint	Maxima	
1	\$14,691	\$18,364	\$22,037	\$14,778	\$18,473	\$22,167	
2	\$16,853	\$21,066	\$25,280	\$16,949	\$21,186	\$25,423	
3	\$19,342	\$24,178	\$29,013	\$19,436	\$24,296	\$29,155	
4	\$22,193	\$27,742	\$33,290	\$22,290	\$27,863	\$33,435	
5	\$25,467	\$31,834	\$38,201	\$25,561	\$31,951	\$38,342	
6	\$29,223	\$36,529	\$43,834	\$29,313	\$36,641	\$43,969	
7	\$33,531	\$41,913	\$50,296	\$33,617	\$42,021	\$50,425	
8	\$38,479	\$48,099	\$57,719	\$38,551	\$48,189	\$57,827	
9	\$44,154	\$55,192	\$66,230	\$44,209	\$55,261	\$66,313	
10	\$50,663	\$63,329	\$75,995	\$50,699	\$63,373	\$76,048	
11	\$58,141	\$72,676	\$87,211	\$58,141	\$72,677	\$87,212	

UW System Gender/Race Equity Project
Summary

History

In 1986 a title and salary structure was established for Category A unclassified staff of the University of Wisconsin System following approval of the UW Board of Regents. The structure was developed by an independent consultant, Hayes/Hill, Inc. which had been hired by the Board of Regents (BOARD) and the Wisconsin Department of Employment Relations (DER). The structure was approved by the Joint Committee on Employment Relations on June 17, 1987.

As presently administered, positions which describe work in administrative support, student services, business services, academic support and the support aspects of research and instruction are placed into one of 807 titles which more specifically describe work performed. Titles are organized into 4 main groups: Administrative Director, Administrative Officer, Program Manager, and Professional. Titles are further described by the use of prefix and scope modifiers, which, depending on the title group, further distinguish levels of proficiency and/or experience of the individual assigned duties, or the level of responsibility of the position. A position description questionnaire (PDQ) was developed by Hayes/Hill, Inc. to measure five job factors¹ and used to assign positions to titles. The Job Title Evaluation System (JTES), a proprietary instrument of Hayes/Hill, Inc., used pre-determined factor weights (expressed as percentages of available points) to assign titles to one of 13 pay grades, with established pay range minima and maxima, expressed in dollars. Over time salary range minima and maxima have been increased with the approval of the BOARD and DER. Provisions exist for granting exceptions to pay range maxima to meet competitive market conditions. Provision also exists to create new titles, again with the approval of the BOARD and DER.

Two research studies followed the 1986 implementation of the title and salary

¹Job factors were job-related education and training, experience, functions performed (included complexity, personal interaction, supervision exercised), working conditions, and level of responsibility.

structure. Hauser & Hauser (1989) at UW Madison, and Swoboda (1988) in a study of the entire UW System, recommended a re-examination of the Category A structure after finding evidence of gender and possibly race bias in the structure itself and in its implementation. Both studies found that pay inequities between male and female staff were a result of bias in the title assignment process (particularly in the assignment of prefixes), and a result of bias in the assignment of titles to salary grades (the salary hierarchy). Hauser & Hauser found that some of the items in the Job Title Evaluation System were missing from the PDQ, and that it was not possible to directly map from the job evaluation instrument (PDQ) to the JTES.

Project Authorization

President Kenneth A. Shaw presented a plan for assuring pay equity for women and minorities to the (BOARD) in October 1989. The Shaw Plan led to the creation of the UW Category A Gender/Race Equity Project in April 1990.

Purpose

In presenting his plan to the BOARD, Shaw stated the purposes of the Category A Gender/Race Equity Project:

We now need to address and correct identified areas of bias without undoing our considerable progress to date. Our studies identified two possible sources of bias -- possible bias in the structure and possible bias in the implementation (or application) of the structure to individual title and pay assignments.

Structure: We can and should fix these sources of bias as soon as possible; these are one-time fixes (once they are done, it is done).

Implementation: Sources of bias in implementation can be recurring and will require regular and periodic review.

The major focus of the project was on revising the present salary structure for Category A staff in order to eliminate direct and indirect effects of

9/29/95

gender and race. The goal was to change what needed to be changed but to leave as much intact as possible.

Committees

Two large UW System committees advised the project. Members represented institutions, constituent groups, and/or experts in the fields of job evaluation and compensation. Staff of DER attended most committee meetings.

Position Description Questionnaire Development and Administration

A 31-question revised position description questionnaire (UWPQ) was developed to measure seven job factors: required education and training, required experience, complexity, personal interaction, working conditions, supervision exercised, and responsibility.² The UWPQ was developed with heavy reliance on the Position Description Questionnaire and the Job Title Evaluation System developed by Hayes/Hill, Inc., but modifications were also made in both the format and content of questions. 5005 Category A position holders completed the revised UWPQ and their responses formed the basis of the analysis which followed.

Methods

The project used a "policy-capturing" method of determining job factor weights rather than the predetermined approach which had been used by Hayes/Hill, Inc. Regression analysis was used to control for the possible negative effects of both gender and race on compensation, while preserving present compensation practices. Rather than calculating factor weights on the basis of a sample of representative jobs (often called "benchmarks"), factor weights were constructed on information provided by all 5005 UWPQ respondents. Prior to determining factor weights, several activities took place to be certain that position questionnaires were properly completed and that most jobs were properly titled.

²Note the similarity to Hayes/Hill, Inc. job factors.

Final Factor Weights

Final job factor weights were determined using regression analysis at four levels starting at the actual UWPQ response level, through an intermediate level which resulted in weights for each question on the instrument. Weights for each question were calculated for each job factor, and then for each factor at the title level. Scores were then obtained for each of 435 titles held by UWPQ respondents and then grouped into 172 job functions.

Salary Grade Construction

Method

Final assignment of titles to salary grades was a four-step process. The first was a numerical construction of 11 pay grades³ based on scoring of the 172 job functions. The second step was a review conducted by chancellors to be certain that internal reporting relationships were maintained. The third step was to test the final assignment of titles to salary grades to be certain that inequities were not reintroduced. The fourth step was to place functions (with their corresponding titles, including prefix and scope) which had not been used in the salary grade construction⁴ into their former grade assignments.

Results

Regression analysis results revealed that inequities in the revised assignment of titles to salary grades were not reintroduced. Structural bias was removed from the salary hierarchy with the changes recommended by the project; therefore, the major purpose of the project was accomplished.

³All position holders in grades 11 and 12 were moved to another academic staff category in December 1991, so only 11 pay grades were required.

⁴Not all available titles were being used at the time the UWPQ was completed.

Constructing the Payline

There were several steps used in constructing the payline in order to control for the effect of gender. A predicted mean salary was calculated for each title which was a function of the summary score only. The predicted mean salary was then regressed on proposed salary grade in order to obtain salary grade midpoints, as was done in the Hayes/Hill payline estimation process in 1986. Last, minima and maxima were calculated for each grade following the same procedures that were done by Hayes/Hill in 1986. That is, minima were defined as .8 of the midpoint (20% below the midpoint) and maxima were defined as 1.2 of the midpoint (20% above the midpoint). Minima and maxima were then adjusted to reflect range adjustments approved in subsequent pay plans.

Assessing Pay Equity

After constructing the revised salary hierarchy and the revised payline, individual level analyses were conducted on the salaries of the original UWPQ respondents and on Category A position holders as of October 1993. Results showed that after placing titles into salary grades while controlling for the effects of gender and race, females were paid, on average approximately 5% less than their male counterparts, while minorities were paid approximately 2% less than non-minorities when compensable factors and experience were controlled. The analysis did not consider performance factors. These gender and race differences may result from possible bias in the implementation of the structure, and will be addressed by the President and the chancellors on a mutually agreed upon schedule.

Board of Regent Action

On November 11, 1994 the University of Wisconsin Board of Regents approved the revised title and salary structure and pay range minima and maxima and directed President Lyall to request Department of Employment Relations' approval. The revised UW Position Questionnaire and a revised Title Evaluation Instrument to use in assigning new titles to pay grades were shared with DER in 1995.

Summary

The UW Category A Gender Equity Project has developed an instrument (UWPQ) which measures seven compensable factors. It has devised weights for each of these compensable factors which are free from direct and indirect effects of gender and race. The proposed salary grade hierarchy (approved by the Board of Regents) has been constructed to remove the effects of gender and race. The resultant salary grade hierarchy (approved by DER) is a first step in the total elimination of the effects of gender and race on the structure itself. A revised payline with salary grade minima and maxima, a revised UW Position Questionnaire, and Title Evaluation Instrument have been developed. Salaries of Category A position holders whose salaries are below the revised pay range minima will be adjusted retroactive to the date of approval. Remaining salary differences attributable to implementation will be identified and reported by the Gender/Race Equity Project and addressed by the President and Chancellors on a mutually agreed upon schedule.

State of Wisconsin

JOINT COMMITTEE ON LEGISLATIVE ORGANIZATION

Cochairperson

PRESIDENT BRIAN D. RUDE

State Senate

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Cochairperson

SPEAKER DAVID PROSSER, JR.

State Assembly

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October 11, 1995

TO: MEMBERS, JOINT COMMITTEE ON EMPLOYMENT RELATIONS

FROM: Jane R. Henkel, Deputy Director *JRH*

Enclosed is a copy of the *1995-97 STATE OF WISCONSIN COMPENSATION PLAN*, for positions in the classified service and certain unclassified positions, as approved by the Joint Committee at its June 27, 1995 meeting. These copies of the Compensation Plan were provided for Joint Committee members by the Department of Employment Relations.

JRH:pkc

Enclosure